

THE OTHER SIDE OF THE MOUNTAIN:

CLIMBING, STILL CLIMBING

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FINAL REPORT PHASE II

INTERDISCIPLINARY PROJECT ON
DOMESTIC VIOLENCE

PHASE II





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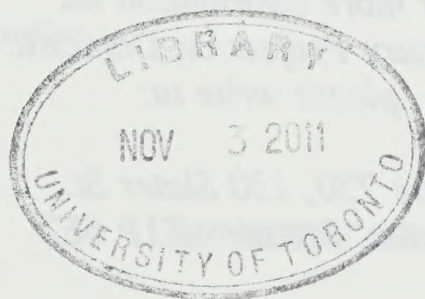
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OF THE MOUNTAIN:**

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**INTERDISCIPLINARY PROJECT ON
DOMESTIC VIOLENCE**

FINAL REPORT, PHASE II



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January, 1991

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Ce rapport est aussi disponible en français.

INTERDISCIPLINARY PROJECT ON DOMESTIC VIOLENCE

PROJET INTERDISCIPLINAIRE SUR LA VIOLENCE FAMILIALE

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INTRODUCTION

Phase II -- Building Cooperation

Phase II of the Interdisciplinary Project on Domestic Violence (IPDV) has been an experience of bringing cooperation to life. During this second year of the project, the Steering Committee and staff climbed a little farther up the mountain, moving from thinking and talking about promoting cooperation to using it in a dynamic and interactive way. The depth of our knowledge of domestic violence grew, confirming our belief that cooperation among service providers is critical to providing an effective response to this and all other social and health issues.

The Steering Committee met ten times over the course of the year. Heather-jane Robertson, Steering Committee member, in her opening remarks to the National Meeting of the project, reflected the sometimes difficult but rewarding process which she and other Steering Committee members experienced when she suggested that:

"If a good committee is one that continues to ask itself whether its methods will achieve its purpose, one that has 'good days' and 'bad days', and continues to learn about cooperation and compromise, then the IPDV Steering Committee is a healthy, cooperative effort."

This year, a staff team of four gave new, creative energy to the IPDV office. Three project coordinators worked "in the field" to collect and disseminate information and to stimulate interest in the project. A project manager "coordinated the coordination" to ensure the project ran smoothly.

A total of two hundred and forty-one (241) representatives of provincial/territorial professional associations, the community sector and provincial/territorial governments formed a network across the country, which was used to share information, to review How Do We Get There From Here? (draft guidelines on cooperative approaches to domestic violence) and to help decide what educational resources would be produced in Phase III. Representatives met in twelve separate Working Group meetings held in September and October, 1990, in their own provinces and territories.

In many of the provinces and territories, the Working Group meetings represented the first time that such a wide network of people involved in the domestic violence area across the province or territory had met and worked together. The IPDV Working Groups planned a range of activities and actions to promote cooperation in their provinces and territories around issues of concern to the participants.

Finally, in November, twenty-two representatives of the Working Groups, the Steering Committee, the staff team and project funders met in Ottawa to exchange information and perspectives on domestic violence and also to present resolutions for the growth and continuation of the initiative. This meeting was an informative and energizing one both for the participants from the field and for the project Steering Committee and staff.

Most Working Group representatives left with a new commitment to share the rich information they had gathered at the meeting with others in their province or territory. Everyone left with a new respect for the knowledge of others in the field and for the energy of front-line workers. And we all left as well with a renewed realism about the benefits but also the barriers to cooperation. As one participant commented:

"This meeting has opened my eyes to how hard it is to translate our ideas and intentions across vastly different experiences and mind sets."

We left the meeting with a solid assurance that we all want to scale the mountain to stop domestic violence, but also with a constructive awareness that we may, on the way, occasionally stumble over the barriers before us, despite our good intentions and common goals.

Climbing, Still Climbing

During the time since this project was started in 1986, considerable progress towards a cooperative approach to domestic violence at local and provincial/territorial levels has been made. Numerous examples of innovative team approaches, inter-agency protocol development, community-wide planning and movement toward an integrated approach to service delivery have been shared. Still, we have learned there are many barriers to overcome. Some of our colleagues still don't recognise domestic violence as a serious problem. Some still believe that women and children somehow share responsibility for the physical and/or sexual violence they suffer. Others agree that more must be done to respond to the violence, but find it easier to blame others for not doing their part or for obstructing cooperative efforts.

There is still a fairly large gap between the theory and the practice of cooperation. Most of us have experienced the frustration of working at cross purposes, of facing barriers to progress. Many personal attitudes and beliefs, organizational structures and priorities, and "systems" problems impede our work.

It's now accepted by most professionals that we should work cooperatively on all social and health issues, including domestic violence. Some may have a vision of how we want to be able to work together, but this is still very different from the reality that most service providers experience on a daily basis.

The Vision -- What We Hope to Attain:

- ♦ a shared understanding of what violence is, why it occurs, and how to best help victims, perpetrators and other family members;
- ♦ a real personal commitment to taking risks and examining how each of us contributes to the problem of a lack of cooperation;
- ♦ the desire and ability to put time and energy into changing how we work together (this requires a belief in the long-term benefits of cooperative approaches);
- ♦ the vision to use existing resources creatively; and
- ♦ the stamina not to get depressed and discouraged when cooperation doesn't work right away.

The Reality: Where We Are At Now:

- ♦ we are still working with many different views and approaches to violence. We tend to think we are correct and others are wrong in their understanding;
- ♦ domestic violence is a difficult issue to grapple with personally and professionally, and most service providers work with too few resources, staff, treatment options, etc. Often we are too tired and overwhelmed to be positive about cooperation. It's hard to believe in long-term solutions when immediate problems take all our time and energy;
- ♦ there's still a lack of understanding and trust among service providers. Often we don't understand or appreciate each others' roles and contributions, and we have long memories for mistakes made; and
- ♦ we do get depressed and discouraged and the "mountain" seems insurmountable.

Yet change continues. To give just a few examples..... a small community in the N.W.T. calls a meeting on domestic violence and two hundred people show up; a police officer and a transition house worker in Nova Scotia co-chair their inter-agency committee and learn to respect each other's roles; the RCMP coordinates a Working Group with four Aboriginal women's organizations in Saskatchewan to examine needed change in the justice system.

Many other small and large "miracles" of cooperation are working to stop the violence and build understanding across Canada. Bit by bit they are helping to make our vision a reality.

Continuing to Promote Cooperation

Phase I of the IPDV Domestic Violence asked: what are the barriers to cooperation and how do we overcome them? Phase II asked: how can a national committee made up mainly of professional associations contribute to greater cooperation among professionals and others involved in domestic violence issues? How can we make sure the "success stories" happen in more and more communities, with less pain and discouragement? How can we help build cooperative approaches that contribute to the reduction of violence and its effects, now and in the future?

Phase II of the IPDV has tried to build on our knowledge of some of the barriers to cooperation. The challenge of Phase II has been to use this knowledge to design an approach that would break down some of these barriers and open up the potential for a wide range of professionals and workers in grass roots organizations to use cooperation in order to create real and lasting change.

This report presents the overall purpose, goals and objectives of the project, and a brief summary of the activities in Phase I. It goes on to explain some of the thinking behind the methods chosen to promote cooperation on domestic violence issues, specifically the formation of the provincial/territorial Working Groups, the production and circulation of the draft "guidelines" for cooperation, and the planned educational resources. Activities and outcomes of Phase II are then presented through reports of the meetings of each of the Working Groups and a summary of the participants' feedback on the draft guidelines and educational resource ideas. Finally, the results of the National Meeting of provincial/territorial representatives is recorded, with an outline of plans for Phase III of the project.

Background on the Project

The IPDV was begun in 1986 to look at ways in which a group of national associations could work together to promote and enhance interdisciplinary approaches to domestic violence. Representatives of the associations met in response to a letter from one of their members urging them to get involved in the domestic violence issue and to find ways to assist front-line professionals in working more cooperatively. The project was developed in consultation with Health and Welfare Canada, Solicitor General Canada and the Department of Justice Canada.

The purpose of the interdisciplinary project is to contribute to the increased prevention, intervention and treatment of domestic violence within Canadian society. The Steering Committee of IPDV believes that presently, victims of abuse suffer not only from the violence perpetrated against them, but also from the inability of the current service delivery system to prevent and adequately respond to domestic violence. The goal of the IPDV is to improve the capacity of professionals to respond to the real needs of domestic violence perpetrators and survivors and to effectively address the whole issue of violence in families within their service mandates.

The objectives of the project are to:

1. encourage professionals to consider the role of interdisciplinary cooperation as a means to accomplish the above goal;
2. encourage the development of strategies and models to stimulate interdisciplinary cooperation;
3. develop interdisciplinary principles and guidelines for professionals who deal with domestic violence; and to
4. develop and implement a process to promote discussion and action on interdisciplinary work at the service level.

IPDV received funding for Phase I of a proposed three year project to accomplish these objectives from Health and Welfare Canada, Solicitor General Canada and the Department of Justice Canada.

Phase I - Research and the Development of a Plan

The initial phase of the project (April, 1988 - March, 1989) was designed to define more clearly the nature of the problem (that is, the lack of interdisciplinary approaches to domestic violence), to identify the needs of practitioners in the field and to explore options for the involvement of national associations in promoting interdisciplinary methods. A research coordinator was hired for an eight month period to conduct research and to coordinate the planning process with the assistance of a research/clerical assistant and a researcher in Quebec.

From the outset, the project Steering Committee worked to involve front-line service providers in defining the problems and in suggesting effective ways that the national project could address the need for greater cooperation. During Phase I, project staff spoke with over one hundred and fifty individuals who work in the domestic violence field and reviewed approximately one hundred documents related to interdisciplinary approaches to domestic violence. This work resulted in the publication of The Other Side of the Mountain: Working Together on Domestic Violence Issues, which has been distributed by the National Clearinghouse on Family Violence. By the end of Phase II of the project, 4000 copies had been sent to groups and individuals across Canada. The Steering Committee met monthly to supervise the research process, to discuss the implications of the findings and to prepare both an implementation plan and funding proposal for the second and third phases of the project.

Contact with those currently working in the field of domestic violence provided the IPDV with a deeper understanding of the way in which cooperation has developed in the communities where it exists. Generally speaking, we have learned that local interdisciplinary teams and committees

have grown out of a strongly felt need among local service providers to improve their responses and to conserve resources. We have seen that communities tend to initiate separate coordinating mechanisms for wife battering, child abuse and elder abuse. We have understood that interdisciplinary training events can often act as catalysts to more structured coordination efforts. And we have learned that protocols are usually a result of, rather than a mechanism toward increased coordination.

The research also uncovered a great deal of frustration among those involved in the issues because of the barriers to cooperation, the frustrations and slowness of creating collaborative efforts, and the need to involve a much wider range of care givers in the prevention and treatment of violence. The individuals interviewed expressed a unanimous need for better interdisciplinary approaches to the issues. The fact that the IPDV is a non-governmental, multidisciplinary committee designed to assist people at the regional and local level to find their own way of working together, generated a great deal of interest and support. There was also support for linkage with provincial/territorial groups throughout the country and for close collaboration with groups and individuals that are already actively involved in the domestic violence field.

This consultative and planning phase reinforced the understanding that promoting cooperation in the domestic violence field would require careful thought, the involvement of all the key players, and realistic expectations of change. The findings pointed out that the development of cooperation in the area of domestic violence poses particular challenges. Response to the issue has grown very rapidly, yet the need for more services and better responses has put a great deal of pressure on service providers to change their attitudes and responses. The nature of the issue demands a high degree of collaboration across the institutional and community sectors, a concept often unfamiliar and unwelcome to individuals working in these areas. And even though general awareness of the magnitude of the problem is growing, large numbers of professionals continue to deny that the problem exists.

To respond to these challenges, key informants expressed support for a national project which:

1. provides national leadership;
2. ensures broad participation and collaboration with all concerned groups and individuals;
3. recognizes the value of the contributions of everyone with an interest in this issue: members of the community, victims and survivors of violence, para-professionals and advocates (the need for greater representation of different cultural groups and Aboriginal peoples in planning and coordinating responses was stressed);
4. develops strategies which are directly relevant or easily adaptable to a variety of environments (rural or isolated communities, the North, communities with culturally diverse populations and professionals serving special needs groups); and,

5. adopts a facilitative approach to interdisciplinary development which enables communities to generate their own solutions and to build commitment for the creation of cooperative methods.

These principles have guided the design of the method by which the IPDV would promote cooperation of professionals on domestic violence. In its planning meetings, the project Steering Committee concluded that their work should be focused on:

1. promoting interdisciplinarity as an ideal approach to professional practice;
2. assisting professionals to develop and enhance interdisciplinary and inter-sectoral relationships; and
3. offering support to individuals and groups that are attempting to create, maintain and improve community-based cooperative approaches.

The Steering Committee and staff designed Phases II and III of the project to address the needs that had been identified and to build on the knowledge that had been developed about the nature of cooperation. A two-pronged strategy was developed. Raising awareness about interdisciplinarity, especially among professional groups that are not yet involved in cooperative approaches was seen as one priority -- the creation and distribution of general guidelines for interdisciplinary practice was seen as a method of stimulating interest in cooperation. And the creation of permanent resources and support for existing interdisciplinary initiatives through the provision of training opportunities and resource materials, facilitation of problem-solving sessions and networking was chosen as another focus in the promotion of cooperation.

Phase II of the project was seen as an opportunity to build greater support for the project across the country and to ensure that the materials developed would be used. It was also seen as a way to involve professionals and their associations working at the provincial/territorial level, and to integrate community sector experts on domestic violence into the project. IPDV moved to another level of cooperation by agreeing to form provincial/territorial Working Groups which would act as consultants to the national committee, and which would work at the provincial/territorial level to review the needs for cooperation and plan actions to address these needs. Phase III, the final year of the project, would be used to produce and disseminate the "guidelines to cooperation" that had been refined during Phase II, and to create and distribute educational resources based on the priorities also identified in Phase II.

FORMING THE PROVINCIAL/TERRITORIAL WORKING GROUPS

Selecting Working Group Members

Who to involve in the Working Groups was a major consideration. Three criteria were suggested to help the professional sectors to choose their representatives:

1. to ensure their contribution to the consultative process the representatives should have front-line experience in one or more areas of domestic violence;
2. those chosen should have a background in domestic violence since there would be little time to educate Working Group members about the importance of the issue; and
3. to enable them to act as catalysts for change within their associations, representatives should have an interest in promoting cooperation.

Beyond these criteria, representatives from each professional group were chosen in ways that were appropriate to the structures of these associations. For national groups whose membership is made up of the provincial/territorial associations (the Canadian Medical Association, the Canadian Nurses Association, the Canadian Teachers' Federation and the Canadian Association of Social Workers), letters requesting participation were sent by the co-sponsoring organizations to their provincial/territorial member organizations. For those affiliated with their provincial/territorial counterparts (Canadian Association of Chiefs of Police, Canadian Bar Association, and the Canadian Psychological Association), the associations were asked to suggest names of participants who were then contacted by the IPDV and asked to sit on the Working Groups. This method was also used for the co-sponsors without provincial/territorial associations (Church Council on Justice and Corrections and the Canadian Institute on Child Health), where individual contacts were provided and then these suggestions were used by the staff to select Working Group members. While this strategy resulted in some differences in the participant's relationships with the provincial/territorial associations, this method was the most expedient one for forming the groups and accommodating the variety of structures among the national and provincial/territorial associations.

In recognition of the expertise of community-sector leaders in the field of domestic violence, Steering Committee members also decided to recruit one-half of the members of the Working Groups from the community and governmental sectors (the transition house movement, seniors' groups, community counselling and treatment centres and other non-institutional services, groups representing people with disabilities, Aboriginal associations, organizations for other cultural and visible minority groups, women's organizations, programs for rural and isolated people, etc).

In fact, it proved difficult to select only nine to eleven representatives from these sectors, given their central involvement in the issues, while trying to maintain a geographically dispersed representation. Again, the method used for this selection again was informal contact with the

field by the project coordinators who solicited names, then balanced the composition with the professional designates to create diverse, broadly-based committees. Nevertheless, some gaps in representation inevitably occurred. For example, choices had to be made among the many Aboriginal and other cultural groups, not all regions of a province or territory were always represented, and some central professional and para-professional service providers were absent.

In all, it took about five months to recruit, select and notify members of the Working Groups. In some cases, a few remaining representatives were reached weeks before the meeting was to be held, or a "last minute" recruit would be added to help balance representation between urban and rural areas and among the areas of domestic violence. Background materials were sent to Working Group members, including Terms of Reference for their work, and material on Phase I of the project. The three project coordinators each chose and worked for the duration of the project with four provinces and territories, preparing for and facilitating the meetings in each locale.

Preparing for the Meetings

Initially, the IPDV expected to form the Working Groups in the spring, to be followed immediately by the Working Group meetings in May and June. It was thought that the National Meeting could then be held in September, and planning for Phase III could be completed in the fall. This time line proved to be overly optimistic. Firstly, it underestimated the time it would take to receive replies from the provincial/territorial associations naming their representatives or making suggestions for participants. The plan also underestimated the time needed to talk with leaders in the field to describe the project and to gather names of potential community-sector representatives. With funding for only one meeting, it also became apparent that contacting Working Group members before the meeting was crucial to its success. The purpose of the project, the role of the Working Groups and the point of the meetings were not immediately clear to people, and many were sceptical about the value of the meeting and the national initiative in general.

Based on these factors, the Steering Committee and staff decided to delay the Working Group meetings until the fall, and to reallocate the budget somewhat to allow the coordinators to travel to each province and territory to meet with Working Group members, to gather information about their achievements and concerns, to talk about the role the project could play in promoting cooperation, and to begin planning for an effective meeting structure. These trips proved to be extremely useful. They allowed project staff to refine the Working Group membership and to build interest in and commitment to the meetings. Contact with participants and others active in the field also provided information for background reports which were written on the activities, coordination efforts, concerns and needs of each province and territory. These reports were circulated before the meetings as a way of sharing information and introducing Working Group members to one another through their ideas and initiatives. The information gathered also gave the staff an invaluable tool to design agendas for the meetings which could focus Working Group members around their common concerns.

With the information gathered in the field, and with input from the Steering Committee, the staff coordinators spent several days planning a structure for the Working Group meetings, one designed to make maximum use of the one to one-and-one-half days available. A common agenda was used for the meetings, although the coordinators adapted the order and emphasis of the items to meet the needs of the group. The meetings were designed to fulfil three purposes: 1) information sharing and networking among the participants; 2) consultation concerning production and distribution of the guidelines on cooperation and the educational resource materials; and 3) action planning for building cooperation at the provincial/territorial level.

The Working Group Meetings

The Working Group meetings were held in each province and territory between September 17 and October 18, 1990. The meetings brought together a diverse range of professionals, community sector and governmental representatives committed to promoting cooperation and involvement in domestic violence issues. In many cases, this was the first time such a broad range of participants who are concerned about the issues of wife battering, child abuse and elder abuse from across the province or territory had met. While participants almost universally felt that the meeting was too brief and that many other groups and sectors needed to be involved, the meetings were generally seen as a valuable beginning to a wider collaboration on domestic violence. Participants shared a great deal of information on initiatives, needs and concerns that enriched their perspectives on the roots of violence, the interconnections among the issues and the need for a forward-thinking approach to prevention and intervention.

Participants gave detailed comments on needed revisions to How Do We Get There From Here? and the best methods for its production and distribution. They also provided thoughtful input into the priorities for educational resources, and their creation and dissemination. This feedback became an integral part of the planning process for Phase III of the project, and is reported in detail in a subsequent section of this report. In addition to specific suggestions for the educational activities of Phase III, Working Group members also discussed their views concerning other activities that the IPDV could undertake in order to promote cooperation further and to address domestic violence issues at the national level.

At the provincial/territorial level, each Working Group meeting took its own particular focus, based on the identified needs of the members and on the stage of development of provincial/territorial cooperation. Since the national committee could make no further commitment to support subsequent Working Group meetings, no expectation could be made for follow-up actions by the Working Groups which would be funded by the IPDV project. However, the groups were encouraged to use the time available to assess their progress as a province or territory, and to plan actions that could be sustained by participating groups and individuals.

In fact, some form of independent follow-up action has been planned in ten of the twelve provinces and territories:

- ♦ groups in the Northwest Territories, British Columbia, Manitoba and New Brunswick intend to form a permanent provincial or territorial organization to cooperatively address domestic violence priorities;
- ♦ groups in Alberta and Nova Scotia plan to meet again on their own initiative to carry out joint actions or to explore future activities; and
- ♦ groups in Saskatchewan, Ontario, Quebec and Prince Edward Island planned specific follow-up tasks for Working Group members.

The two groups (Yukon Territory and Newfoundland) that did not plan joint follow-up action used the day to discuss issues and to broaden their networks. They decided not to plan new activities because of other well established initiatives in their locale.

The following reports on the Working Groups meetings present a summary of the issues raised for discussion and the follow-up action undertaken to cooperatively address the identified needs for change.

NORTHWEST TERRITORIES

The Northwest Territories Working Group meeting was held on September 19-20, in Yellowknife. It consisted of an evening of information sharing/networking and a day-long working session. Fifteen of the nineteen Working Group members attended.

The following professions were represented:

Diana Barr, teacher, member of the NWT Teachers' Association;
Peggy Gerien, nurse, member of the NWT Registered Nurses Association;
Connie Landstrom, church representative, suggested by the Church Council on Justice and Corrections;
Lorraine Minish-Cooper, lawyer, member of the Canadian Bar Association; and
Romeo Beatch, social worker, representing the Canadian Association of Social Workers.

Those from the community and governmental sectors were:

Helen Balanoff, Department of Education;
Bertha Blondin, a native community representative;
Lynn Brooks, NWT Advisory Council on the Status of Women;
Kimberley Chemerika, a women's shelter representative, YWCA;
Helen Hudson-McDonald, Native Women's Association of the NWT;
Alice Hill, Native Women's Association of the NWT;
Carolyn Mandrusiak, Department of Social Services;
Diane Nelson, community counselling service, Inuvik; and
Lynn Johnson, native-run shelter, Iqaluit.

Four Working Group members were unable to attend:

Margaret Anne Gallagher, Department of Social Services;
Jim Howie, police representative, RCMP;
Fay Laurence, Métis Association of the NWT; and
Berré Patenaude, Department of Community Health.

Identified Issues and Priorities for Change

Working Group members identified a wide range of priorities for action to address domestic violence in the NWT. Participants worked in small groups to strategize and problem-solve around three issues:

1. Better services: The need for community development services in remote communities and better treatment programs was highlighted. Empowerment of community leaders and

a holistic approach to violence were seen as the necessary solutions;

2. Prevention programs: Participants stressed that prevention programs must be multi-faceted, promote healing and be focused on the whole family and the community;
3. Community development: Members of this small group felt that key individuals in each community must be involved and the issue must be viewed as belonging to everyone. They felt that a community support network could help mobilize the community around domestic violence; and
4. Professional involvement: Although professionals must remain generalists they must also gain confidence and competence to deal with domestic violence. A province-wide coordinating body should be developed.

Action Planning

There was strong interest in establishing a broad-based, territory-wide network to address domestic violence issues. Participants felt that this network should include both community-based and professional groups and the relevant government departments. Many practical benefits of working together were identified. In some cases those present believed that, "coordination of the coordination" is needed to cut down on duplication. For example, there are as many as eight coordinating groups on child sexual abuse currently in existence. Planning by a central body might result in combining some of these groups.

Participants also felt that support of community initiatives to combat violence is crucial. They believe that a territory-wide group could offer practical and moral support to those involved in community development, share information and resources, and help communities avoid "re-inventing the wheel". Discussion followed regarding which organization could offer initial support to the development of a body or network. It was decided that Arctic Public Legal Education and the Advisory Council on the Status of Women be asked to help organize another meeting of this group. If this is not possible, the group will continue to network and work with the Women's Resource Centre in Hay River, which has a mandate for cross-territory information sharing.

YUKON TERRITORY

The Yukon Working Group meeting was held on September 24-25, in Whitehorse. It consisted of an evening of information sharing/networking and a day-long working session. Fourteen of the eighteen Working Group members attended, representing the following seven professional groups:

Sally Macdonald, physician, representing the Yukon Medical Association;
Doug Harris, police representative, RCMP;
John Steele, church representative, suggested by the Church Council on Justice and Corrections;
Jeddie Russell, nurse, member of the Yukon Registered Nurses Society;
Wanda Wheelton, teacher, member of the Yukon Teachers' Association;
Paula Pasquali, psychologist, member of the Yukon Psychological Association; and
Robert Kilpatrick, lawyer, member of the Canadian Bar Association.

Seven community and governmental sector representatives were also present:

Sandra Bryce and Debra Dungey, Yukon Department of Justice;
Doug Mowat, Association for the Prevention of Community and Family Violence;
Janice Wiens and Hal Roberts, Yukon Family and Children's Services;
Frances Wolseley, native social agency representative, Haines Junction;
Jan Forde, a women's shelter representative; and
Jean Taylor, community development worker, Teslin.

The four members unable to attend were:

Cheryl McLean, Council for Yukon Indians;
Leslie Knight, social worker, member of the British Columbia Association of Social Workers, representing the Canadian Association of Social Workers;
Linda McDonald, Yukon Native Women's Association; and
Jan Langford, Department of Health and Human Resources.

Identified Issues and Priorities for Change

Working Group members identified the following priorities for action to address domestic violence in the Yukon:

- delivery of services in the communities and the option to leave;
- professional skill development;
- support for community leadership;
- fostering cooperation;
- addressing confidentiality;

- creating better cooperation/coordination;
- greater involvement by the Crown Attorneys, police and social services in case coordination;
- follow-up to court intervention;
- training;
- education; and
- better funding for services.

Participants worked in small groups to strategize and problem-solve around three issues:

1. Decentralizing services: Participants expressed their belief that there is a need to develop an individualized, coordinated approach in each community and to share information and expertise in order to create confidence among service providers;
2. Promoting cooperation: Group members also identified the need to adopt a longer view of change, the need to develop more formal inter-agency mandates and the need to change organizational policies; and
3. Support to communities in development: The third issue discussed was the need for more public education, training, information sharing, and intercultural communication.

Action Planning

Since there is already a voluntary, multi-sector organization in existence and a number of other initiatives to coordinate responses to government policy in the domestic violence area, Working Group members felt that another group was not needed at this time. Instead, the territorial portion of the meeting was used to explore some of the barriers that professionals and community sector workers currently experience in working cooperatively on cases. It was generally felt that more protocols would help to clarify the roles and responsibilities of mandated and non-mandated agencies. Those present felt that clear guidelines delineating everyone's responsibilities should be developed by agencies, and bi-agency agreements should be pursued. There was a stated desire to try to "trouble shoot" around real cases and share information and resources more freely. However, confidentiality is a dilemma since different professions and organizations have policies that are not likely to change. Lack of trust was also identified as a major barrier to cooperation. Participants felt that this meeting may contribute to a better climate for future dialogue.

BRITISH COLUMBIA

The British Columbia Working Group meeting was held on September 26-27, in Vancouver. Working Group members participated in an evening of information sharing/networking and a day-long working session. Sixteen of the nineteen Working Group members attended. Nine members represented the following professional groups:

Marion Dedijer, teacher, member of the B.C. Teachers' Federation;
Carolyn Oien, lawyer, member of the Canadian Bar Association;
Meg Hickling, church representative, suggested by the Church Council on Justice and Corrections;
Elaine Story, social worker, member of the B.C. Association of Social Workers, representing the Canadian Association of Social Workers;
Larisa Tarwick, representing the B.C. Association of Early Childhood Educators;
Lynda Thorton, nurse, member of the Registered Nurses Association of B.C.;
Dan Kristjanson, police representative, Vancouver Police Service;
Jim Browning, psychologist, member of the B.C. Psychological Association; and
Carole Herbert, child advocate, suggested by the Canadian Institute of Child Health.

Those representing the community and governmental sectors:

Shashi Assanand, representative, an Indo-Canadian community service agency;
Peggy Chan, representative, a Chinese Canadian community service agency;
Debbie Foxcroft, native child welfare agency representative, in Port Alberni;
Fran Grunberg, the Society for Children and Youth;
Wendy Harvey, B.C. Ministry of the Attorney General;
Sharon Romanell, representing the B.C./Yukon Society of Transition Houses; and
Linda Tod, SPARC Committee on Elder Abuse.

Three members were unable to attend:

Shelley Rivkin, Justice Institute of B.C.;
Linda Light, Ministry of the Solicitor General; and
Hedy Fry, physician, representing the B.C. Medical Association

Identified Issues and Priorities for Change

Working Group members identified many priorities for action to address domestic violence in B.C., including:

- basic services in the rural and remote areas;
- multi-cultural sensitivity training;
- services to immigrant groups;
- early prevention programs;
- better coordination between the justice system and all other systems;
- treatment programs;
- development at the community level; and
- greater attention to elder abuse.

Participants worked in small groups to strategize and problem-solve around three specific issues:

1. Increasing participation around domestic violence: Participants felt the focus should be on empowerment at all levels, better professional training and the need to address belief systems and values in order to effect change;
2. Services in rural and isolated areas: Working Group members suggested that support for development in rural areas should include recognition of local expertise, consultative services, and a process for communities to assess needs and plan; and
3. Services to immigrant and cultural groups: Participants concluded that improvements require greater involvement by all professionals, overcoming barriers through education and sensitivity training, and vigilance to ensure that programs are family-centred.

Action Planning

Discussion on follow-up action in this Working Group focused on specific actions to be taken and plans to develop a B.C. Coalition on Family Violence. For example, it was pointed out that Bill C15 will soon come up for review and the group should consider a strategy to respond. Others commented that an umbrella is needed to hold all the organizations together. The need for information, materials, and services in rural areas was a strong theme. Participants felt that the Working Group has to start this development.

Discussion then concentrated on the practicalities of forming an umbrella organization and the best way to initiate such action in order to achieve maximum impact and effect. Some participants pointed out that ideally, the umbrella organization would lobby and form organizations for resources at the local level. Others stressed that the work of this umbrella must be sensitive to the changing needs of society.

It was agreed by all that a coalition would be the best means of achieving all the aims and objectives of the members. Working Group members concurred that the coalition should be seen as a credible group of individuals providing ongoing, reliable input to government and other policy and planning bodies, but that the work of the coalition would not diminish the work of individual agencies on these specific issues. Fran Grunberg from the Society for Children and Youth agreed to coordinate the writing of a mandate for the coalition, including objectives, terms of reference, strategy and possible funding, which could be presented at the National Meeting in Ottawa. The IPDV staff coordinator facilitating the group agreed to forward a request for financial support to the Steering Committee. Working Group members also agreed that the B.C. Royal Commission on Health Care and Costs should receive a letter of intent so that they might support the Coalition in the fundraising efforts. This letter was sent on IPDV letterhead.

ALBERTA

The Alberta Working Group meeting was held on September 17-18, in Edmonton. Working Group members participated in an evening of information sharing/networking and a day-long working session. Fourteen of the eighteen Working Group members attended, representing the following professional groups:

Ed Menu, police representative, Edmonton Police Service;
Pamela Ratner, nurse, member of the Alberta Association of Registered Nurses;
Ardis Beaudry, church representative, suggested by the Church Council on Justice and Corrections;
Tom Abernathy, child advocate, representing the Alberta Public Health Association;
Peggy Mayes, social worker, member of the Alberta Association of Social Workers, representing the Canadian Association of Social Workers; and
Zaheerali Lakhani, physician, representing the Alberta Medical Association.

Representatives from the community and governmental sectors were:

Gerry Kilgannon, Office for the Prevention of Family Violence;
Michael Crawford, leader of men's treatment groups;
Barb Shellian, hospital administrator, Canmore General Hospital;
Jacquie Gaboury, director of a community treatment service, Grand Prairie;
Annette McCullough, a staff member at a seniors' centre, Calgary;
Maggie Hodgson, a native community representative;
Marilyn Fleger, Alberta Council of Women's Shelters; and
Nina Chiba from an immigrant women's service agency, Calgary.

The four members unable to attend were:

Felicia Melnyk, teacher, representing the Alberta Teacher's Association;
Marnie McCall, lawyer, member of the Canadian Bar Association;
Betty Stuart-Miller, community organization representative; and
Stan Whitsett, psychologist, representing the Psychologists Association of Alberta.

Identified Issues and Priorities for Change

Working Group members identified the following priorities for action to address domestic violence in Alberta:

- better services to immigrant and ethnic minorities;
- programs related to physical and emotional child abuse;
- treatment for offenders;

- services in rural and remote areas;
- funding for adult survivors;
- broad-based involvement by professional and community sector groups;
- multi-disciplinary training; and
- early prevention programs.

Participants worked in small groups to strategize and problem-solve around three specific issues:

1. Rural services: Working Group members agreed that treatment and prevention programs are the priority and that local resources should be developed and supported;
2. Immigrant services: Participants in this group felt strongly that immigrant women should be involved in the solutions. They also asserted that self-determination and empowerment should inform training and the design of services;
3. Creating broader involvement in the issues: Group members felt that those working to reduce domestic violence must convince the uninformed they have a responsibility to create political will and must mobilize existing and needed resources.

Action Planning

Group members expressed some frustration over the short amount of time available for provincial planning and the fact that no subsequent meeting can be financed by the IPDV. Group discussion centred on whether another meeting could be organized in Alberta to begin planning for a provincial umbrella group on domestic violence. It was decided that the representatives from the Office for the Prevention of Family Violence and the Alberta Council of Women's Shelters would assume a coordinating role to assess interest and willingness of groups to attend another meeting in January at their own expense. It was noted that funding for the whole area of domestic violence is lacking. Participants agreed that the lack of funding is a major barrier that is affecting progress. They concurred that a provincial umbrella group that identifies "family violence" as a high priority issue could have positive effects on both governmental and corporate funding. Working Group members suggested that the Task Force on the Native Justice System and the Victims Assistance Program could provide other vehicles for lobbying and that Family Violence Prevention Month in Alberta could be used to further develop protocols.

SASKATCHEWAN

The Saskatchewan Working Group meeting was held on October 8-9, beginning with an informal networking meeting on the evening of October 8, and an all-day meeting October 9, held at the offices of the Saskatoon Family Service Bureau. Sixteen of the twenty Working Group members attended as well as two representatives of the Saskatchewan Immigrant Women's Association who substituted for the invited Working Group member from that organization.

Those attending from professional associations:

Margo Couldwell, a child welfare worker with the MacNeill Clinic;
Cheryl Cuelenaere, lawyer, member of the Canadian Bar Association;
Penny Davis, physician, representing the Saskatchewan Medical Association;
Juanita Epp, teacher, named by the Saskatchewan Teachers' Federation;
Pat Kraus, nurse, member of the Saskatchewan Registered Nurses Association;
Insp. John Grant, police representative, RCMP;
Bill Nelson, church representative, suggested by the Church Council on Justice and Corrections;
Robert Neufeldt, social worker, member of the Saskatchewan Association of Social Workers, representing the Canadian Association of Social Workers; and
Carol Pond, psychologist, Saskatchewan Psychological Association;

Those representing the community and governmental sectors:

Ruth Dafoe, seniors advocate;
Faye Davis, women's shelter representative;
Dolores Ebert, community service agencies representative;
Tyrone Fisher, hospital representative;
Nayyar Javed, immigrant and visible minority women's representative;
David Macknak, Saskatchewan Family Services;
Sherry Moisiuk, rural and isolated women's services;
Ila Sarkar, immigrant and visible minority women's representative; and
Sharyn Swann, men's treatment group representative.

Those unable to attend:

Erica Cansino, immigrant and visible minority organization representative (represented by Nayyar Javed and Ila Sarkar);
Rose Boyer, native women's representative;
Isabelle McNab, native women's representative; and
Donna Pinay, native women's representative.

Identified Issues and Priorities for Change

The Working Group members agreed that their priorities for action included:

- the development of more and better rural services;
- training and educating judges, doctors and politicians;
- obtaining better funding; developing a new, more holistic approach to stopping the violence;
- providing more support for individual family members; and
- encouraging men to take more responsibility for change.

The group divided into small groups to strategize about change on four of these topics:

1. Rural Services -- More and Better: Members of this group concurred that people in rural areas share many problems with regard to inadequate resources, lack of privacy, apathy, ignorance, fear, volunteer "burn-out", and transportation. If people in rural areas are to have equal access to services and information, programs will have to be developed which build on local needs, enhance coordination of existing resources, and which use local expertise;
2. Training and Education: Participants in this group felt that professionals have little or no incentive to seek "training". It is important to show them that training is an important investment. Education must begin early in the professional curriculum. It must be made accessible and non-threatening, through the use of such supportive initiatives as internal discussion groups and the creation of resource teams for professionals;
3. More Support for All Family Members: Members of this small group asserted that all people in a family where violence occurs are victims of that violence. Therefore each person in a family needs support systems, information and the knowledge that the community is behind her/him. No concrete strategies were developed by this group; and
4. Encouraging Men to Take More Responsibility for Change: The need for men to take more responsibility was seen as particularly urgent in view of the perceived "backlash" against women and the perceived escalation of violence by men against women. Group members suggested that media campaigns which stress: lifestyle change; a concerted attempt by all those working to stop the violence to intervene at the individual level; and efforts to develop interventions which do not stress "law and order" were needed.

Action Planning

Several specific actions were planned by the group. Five Working Group members agreed to develop a proposal for a provincial Clearinghouse on domestic violence, and to explore funding for this Clearinghouse as well as for one or two provincial workshops. Another member offered to write a letter to the mayor of Saskatoon to make him aware of this initiative, as well as concerns raised about violence. The RCMP representative will approach his company about opening up the RCMP training course to other professionals to encourage cross-disciplinary exchange and appreciation of the barriers and opportunities in different lines of work. Another member offered to coordinate an investigation of the "cost of violence" to use as background material for funding requests by any agency on the Working Group, or in the "provincial community". Three Working Group members pledged to organize sessions where professionals can share information, begin to develop shared principles as well as interdisciplinary protocols, and lobby for change.

MANITOBA

The Manitoba Working Group meeting was held on September 28 in Winnipeg.

The following eight members attended from professional associations:

Carole Basarab, teacher, representing the Manitoba Teacher's Society;
Jack A. King, lawyer, member of the Canadian Bar Association;
Doug McCorrister, police representative, Winnipeg Police Department;
Irma McKay, social worker, member of the Manitoba Association of Social Workers, representing the Canadian Association of Social Workers;
Jim Thorsteinson, physician, representing the Manitoba Medical Association;
Brenda Kennedy, nurse, member of the Manitoba Association of Registered Nurses;
Carole Smith, church representative, suggested by the Church Council on Justice and Corrections; and
Jaye Miles, psychologist, Manitoba Psychological Association.

From the community and governmental sectors:

Waltraus Greiger, the Coalition of Manitoba Shelters;
Sylvie Ross, representative of Francophone shelters;
Lucia Jofre, Immigrant Women's Association of Manitoba;
Ruth Mitchell, Manitoba Advisory Council on the Status of Women;
Violet Streuber, Manitoba Society of Seniors;
Mary Anne Hildebrand, leader of child sexual assault treatment groups;
Janet Wikstrom, Provincial Government Wife Abuse Committee; and
Pam Jackson, men's treatment group representative.

Those unable to attend were:

Representative from the Ikwewak Justice Society;
Representative from aboriginal organizations; and
Hila Willkie, hospital representative.

Identified Issues and Priorities for Change

The participants worked in small groups on three issues:

- lobbying;
- training; and
- "Sand Box Therapy".

With the entire group present, it was then agreed to work on putting training and education together under one cooperative approach.

1. Sand Box Therapy: This group proposed that a pilot project be established and funded by Health and Welfare Canada. A person or persons with knowledge of domestic violence would be hired to travel throughout Manitoba, hear the grievances of organizations and help different areas to work together. Participants were clear that they do not want any more research documents; they want "a person" to address the following issues and goals:
 - a. breaking the barriers among professionals and service providers;
 - b. identifying and communicating funding issues which should be taken into account by funders to promote coordination, including:
 - the importance of recognizing the scope of the problem;
 - the fact that different professions come with different strengths and weaknesses and therefore without coordination clients experience fragmentation of services;
 - the realization that services are often diminished when we do not work together cooperatively;
 - the need to give credit to those who have life experience and knowledge from another country's "professionals" (cultural differences); and
 - c. helping to coordinate and initiate an interdisciplinary approach, speaking to professionals and other service-providers, listening to problems, airing grievances together, and encouraging service providers to:
 - recognize the client as a person;
 - resist competing for existing funds;
 - use client support networks already in existence; i.e. church;
 - encourage and elicit client participation in delivery of service;
 - see professionals as enablers and empowerers, and clients as experts on their own problems;
 - include a clients' perspective in their newsletters and publications;
 - overcome resistance to coordinators because of perceived lack of time, and
 - try to reverse lack of commitment to eradication of family violence including the religious community in the project. Working Group members stressed that disclosure is essential for educating pastors on domestic violence;
2. Lobbying: This small group stressed that because the educational process is time consuming, a central organization should be funded to do the lobbying. A coordinating group could act as a clearing house with a speakers' bureau. Group members felt that

government groups and individual organizations should be involved.

The objectives of this lobbying group would be to:

- a. educate horizontally and vertically within professional groups;
- b. politically educate government, agencies, and organizations; and
- c. lobby for continuous programs directed to prevention across many departments, health, social services, justice, etc.

Participants in this small group emphasized that for lobbying of professional and community groups to be effective, commitment on behalf of the members is needed as well as a high degree of agreement that violence is a high priority, that violence touches everyone and is wrong. Participants also stressed that it was important to select representatives of many communities who are accountable to the organization and to establish community linkages through newsletters and other publications.

3. Training on our social value system: The goal of this small group was to develop a curriculum addressing social values in training as a requirement in any undergraduate/graduate study program. Group members developed the following specific objectives:

- a. to change and adapt the value system by:
 - developing an undergraduate course which is experiential and connects participants with the belief systems underlying different cultures/religions and how individual beliefs affect behaviour (this course would be a compulsory requirement for entry into professional schools);
 - examining the ways we learn, i.e. not just learn from professionals but also learn from those in the community who do the direct work and from the service seekers;
 - examining the multiplicity and integrativeness of work on domestic abuse; i.e. working on tasks in the classroom with students from other disciplines (experiential learning);
 - examining how power/control and conflict resolution affects our way of working, not just in domestic violence;
 - ensuring that education is very broad and includes all people in human services and others; and
 - encouraging students to examine the similarities of humankind (i.e. similarities of professionals and clients) (experiential learning needs to be included). This requires a well integrated and developed program.
- b. to develop skills to work with domestic abuse victims:
 - responding from "hearing" and without filtering the needs of those coming

- for assistance;
 - refraining from "slotting" clients and thus losing individualism of the client;
 - having an "openness" to what families/clients bring; i.e. what is the family?
 - learning how to identify victims of violence, by providing an atmosphere of trust and openness to ask the questions, to know the indicators; and
 - knowing varied methods of intervention.
- c. to address training and education through:
- junior and senior high school curricula;
 - faculties and universities; and
 - in-service education; and
 - curricula of parenting and self help groups.
- d. to combine training and education within one cooperative approach:
- educators can give or take out of the curriculum to appeal (lobby) to different groups/disciplines;
 - the training idea could be workable for any community organization or as a continuing education curriculum;
 - the curriculum should be multi-faceted and include factual information as well as learning through experience in a multi-faculty/multi-disciplinary approach;
 - to carry through with this ambitious plan an organization should be formed with people who will do research, establish objectives and find funding. Some ideas for funding may be the Winnipeg Foundation, the Law Foundation, Secretary of State, Canada.
 - the group would benefit from having a few more meetings if funding can be obtained; and
 - the objectives and means of a committee need to be clarified. The differences between different disciplines is involved. The hurt and vulnerability of victims is not addressed. The lack of consideration and respect in domestic violence: should be related to the problems between the disciplines in relating to each other.

Action Planning

Participants have agreed to meet after the National Meeting and decide whether they would like to continue to work as a provincial coordinating committee.

ONTARIO

The Ontario Working Group meeting was held October 15-16 in Toronto. A small informal group met on the evening of October 15 to network and share information. At the all-day meeting held on the 16th, eleven of the nineteen invited group members attended, as well as two women from the Ontario Native Women's Association who substituted for the invited representative, an additional representative from the Bar Association and an officer from the Nepean Police Service.

Those from the professional associations attending:

Pat Ono, nurse, member of the Registered Nurses Association of Ontario;
Devon Fermoye, police representative, Nepean Police Service;
Sheryl Regehr, social worker, member of the Ontario Association of Professional Social Workers, representing the Canadian Association of Social Workers;
Judy Shea, lawyer, member of the Canadian Bar Association;
David Wolfe, psychologist, Ontario Psychological Association; and
Jo-Ann Willson, lawyer, member of the Canadian Bar Association.

The representatives from the community sector were:

Sue Anderson, native organization representative;
David Byrd, hospital representative;
Trudy Don, Ontario Association of Interval and Transition Houses;
Amy Go, representative of immigrant and visible minority women's organizations;
Mark Holmes, men's treatment group representative;
Cathy MacPherson, advocate for the disabled;
Leni Untinen, representative of rural and isolated women's organizations;
Judith Wahl, senior's advocate; and
Dorothy Wynne, native organization representative.

Those unable to attend:

Kate Andrews, Ontario Women's Directorate;
Marion Boyd, representative of coordinating committees;
Dr. K.C. Finkel, physician;
Louise Hanvey, child health advocate, suggested by the Canadian Institute of Child Health;
Susan Hare, native organization representative (sent Sue Anderson and Dorothy Wynne);
W.G. Phillips, police representative (sent Devon Fermoye);
Valentian Slobodian, teacher, representing the Ontario Teacher's Federation; and
Mark Yantzi, church representative, suggested by the Church Council on Justice and Corrections.

Identified Issues and Priorities for Change

Some of the concerns identified by Working Group members are:

- lack of accountability of men's programs;
- concern with the apparent increase in the number of women being killed by partners or ex-partners;
- concern that violence is becoming a motherhood issue, and is being watered down and made gender neutral;
- under-representation of immigrant and visible minority women at meetings and in the delivery of services;
- stereotyping of seniors as child-like;
- imbalance of power in the civil law system; and
- the lack of understanding of roles across sectors.

Participants worked in small groups to strategize and problem-solve around four topics. Their discussion is briefly described below.

1. Justice system reform: This group worked together to draft eleven recommendations for presentation at the National Meeting of the IPDV. They chose to spend most of the day together working on this task.
2. Men taking more responsibility for stopping the violence: Members of this discussion group agreed that there is a real need to balance power between men and women. They felt that men benefit from the subordination of women and a major barrier exists in convincing men to take responsibility for their actions.
3. Elder abuse: The focus of this group was on empowering the elderly instead of "protecting little old ladies". They agreed that mandatory reporting is not a solution. It is not working in the U.S. and is, according to many experts, leading to greater exploitation of seniors.
4. How can mainstream agencies be more accessible to immigrant women?: Some of the suggestions made by this group include:
 - a. hiring staff of different cultures;
 - b. not always relying on a university degree;
 - c. advertising services without overtly mentioning abuse;
 - d. training agency staff to understand cultural differences and the biases they bring to their work;
 - e. not overwhelming staff from different cultures by giving them ALL the clients of different cultures;
 - f. introducing cultural training in mainstream education; and
 - g. encouraging agencies to change their principles as well as their actions.

Group members felt it was important to look at how the IPDV Working Group could pressure mainstream groups to hire immigrant people.

Action Planning

A number of group and individual actions were undertaken. The group working on legal reform drafted eleven recommendations which address the imbalance of power between victims and offenders in our justice system, look at mandatory training for judges and Crown Attorneys, suggest inclusion of violence and rights of victims in law courses, stress the need for treatment as part of sentences, and suggest needed research. One group member agreed to write a letter to the Ontario Minister of Education to ask if school curricula could include material on violence. Another member will draft a recommendation to the organizations that are members of the Working Group, proposing to pool funds, programs, training expertise, policies, etc., regarding immigrant and visible minority people.

Another member will write letters to COMSOC, the Department of Health and the United Way to say that for projects to be relevant they must reflect the culturally diverse population. Three members will write to the Ontario Women's Directorate to ask them to make resources available to examine pension issues and the poverty of women and to publish and distribute a brochure on these topics. A list of groups dealing with elder abuse recently compiled by the Ontario government will be distributed to other Working Group members when it is available.

QUEBEC

The Quebec Working Group meeting was held on October 18 in Montreal.

Representatives from professional associations included:

Suzanne Dame, lawyer, member of the Canadian Bar Association;
Micheline Dubé, psychologist, Corporation des psychologues du Québec;
Monique Robin, social worker, member of Corporation professionnelle des travailleurs sociaux du Québec, representing the Canadian Association of Social Workers;
Normand DaSylva, physician, Association médicale du Québec;
Denis Lévesque, church representative, suggested by the Church Council on Justice and Corrections;
Guy Bruneau, police representative, Sûreté municipale de St-Hubert;
Réal Bolduc, police representative, Sûreté du Québec;
Louise Bouffard, nurse, member of l'Ordre des infirmières et infirmiers du Québec; and
Céline DeFoy, teacher, Association d'économie familiale.

From other groups the following representatives attended:

Hélène Tessier, Centre de services sociaux;
Michèle Doyon, Fédération des CLSC;
Lilianne Côté, Regroupement des maisons d'hébergement et de transition pour femmes victimes de violence conjugale;
Elise Collin-Viens, Fédération de ressources d'hébergement pour femmes violentées et en difficulté du Québec;
Rosa Miranda, Maison pour femmes immigrantes de Québec;
Jürgen Dankwort, men's treatment group representative;
Yves Morier, lawyer;
Micheline Baril, criminologist and researcher; and
Hélène Cadrin, researcher, Département de santé communautaire.

Those unable to attend included:

Ginette Larouche, Centre de services sociaux;
Jocelyne Charest, Direction des programmes, communauté, famille, jeunesse;
Michèle Rouleau, representing Femmes autochtones du Québec;
Nicole Chapdelaine, Association québécoise des retraité-e-s; and
Diane Lemieux, Regroupement québécois des CALACS.

Identified Issues and Priorities for Change

The Working Group identified a variety of issues and priorities for change, which are listed below:

- compulsory training on domestic violence and on interdisciplinary cooperation must be adapted to each discipline;
- participants agreed that public education on the issue and on positive alternative behaviours is essential;
- they suggested that successful cooperation efforts should be publicized to demonstrate the advantages of cooperation versus working in isolation. Those present stressed that although knowledge and expertise has grown, there are no financial resources for concerted action;
- group members felt that we need to develop a common understanding of the issue, a common basis for operation and concerted action by all systems. All organizations, institutions, and schools must agree to be questioned on their perspective and on their policies and practices;
- for real concerted action, participants agreed that it is necessary for all systems, institutions, professional groups and organizations to take a stand on the issue. Also, we need to have coordinating committees and "tables de concertation" with real decision-making power. The major problem identified with the existing "tables de concertation" is that individuals sitting on these committees (except for community group participants) do not officially represent their group and cannot speak for it. As a result, the coordinating committees can only operate on a case-by-case basis;
- Working Group members stressed the need to consolidate and further develop the "tables de concertation" and coordination committees already in existence in all regions and some sub-regions of the province;
- they spoke of the need to establish coordinating committees at the provincial level, but emphasized the need for at least one permanent staff and for financial resources to ensure continuity in planning and organization; and
- on a national level, the Working Group members felt that the national Steering Committee should lobby for funds to support concerted provincial action. They felt that representatives on the national committee should send the same message to their provincial/territorial counterparts.

Four small groups worked on strategies to promote concerted action by all systems, including provincial and national professional associations.

Action Planning

The Working Group members agreed that every representative from professional associations will approach his or her group and report on recommendations made at this meeting, stressing the need for professional associations to take a stand on the issue of domestic violence. Participants agreed that it is not realistic to plan to continue this coordinating group. In order to ensure effective coordination, the group would need one staff person and additional financial resources, especially in view of the fact that services to women, children and elders are presently so fragmented across the province.

NEW BRUNSWICK

The New Brunswick Working Group meeting was held on October 5th in Moncton. In attendance were the following representatives.

Those from professional associations were:

Devota Appleby, teacher, named by the New Brunswick Teachers' Association;
Ghislaine T. Crawford, teacher, named by l'Association des enseignantes et enseignants du Nouveau Brunswick;
R.W. Hewitson, police representative, Moncton Police Force;
Anne Quigg, social worker, member of the New Brunswick Association of Social Workers, representing the Canadian Association of Social Workers;
Evangelyne Thompson, psychologist, New Brunswick Psychological Association;
Lydie Mawhinney, nurse, member of the Nurses Association of New Brunswick; and
Hugh Kirkegaard, church representative, suggested by the Church Council on Justice and Corrections.

Those representing the community and governmental sectors were:

Joan Fenety, N.B. Health & Community Services;
Joanne Brun-Cormier, representative of native child and family services agency, Big Cove;
Warren Davidson, geriatric specialist;
Bernadette Landry, Women's Advisory Council;
Bernard Léger, representative, services for men who batter;
Géraldine Laplante, representative, women's shelter, Tracadie;
Rina Brubacher, Cross-roads for Women; and
Lorraine Whalley, representative of rape-crisis centres.

Those unable to attend included:

Lesley Pinder, physician, New Brunswick Medical Association;
Cathy MacLean, physician, New Brunswick Medical Association;
Sherron Hughes, lawyer, member of the Canadian Bar Association; and
Monique Gauvin, researcher from Moncton University.

Identified Issues and Priorities for Change

The participants worked in two smaller groups to develop strategies concerning education and cooperation.

The group stressed the following points in their discussion:

1. The need for action: We need to express our views and definitions of violence and look at our differences in order to work together on domestic violence. We need to bring agencies together. Government and politicians must recognize this as a priority and allot funds to support treatment and prevention programs and coordination efforts. However we must realize that expertise and power lies with the community and not with the bureaucrats. The group members agreed that politicians will give money in response to pressure coming from the community;
2. The need to look more closely at specific issues: Several different issues concerning violence need to be looked at as priorities: attitudes which support violence and our social value system; sanctioned abuse within our systems (for example elder abuse within institutions); the pros and cons of criminalization; men's violence vis à vis the socialization process; masculinity; sex role stereotyping of men and women; abuse and violence from women; the responsibility of women when they are aware of their husband's abuse of the children, and men abused by women;
3. Prevention programs: We need to focus on the causes of violence and start prevention programs. The main focus of prevention should be education. Education on violence and our social values which support violence should be included in curricula from pre-school to university. All professionals should receive training on this issue. Workshops for teachers should be organized to support this process;
4. Media campaigns: We need a media campaign similar to that which deals with drinking and driving. Participants suggested that television be used to transmit the message that violence is unacceptable, and for more effective response, have survivors speak of their experience. A publicity campaign should include promotion of equality between the sexes and between cultures;
5. Holistic approaches to treatment: We need more holistic therapy or treatment which could include spirituality as part of human needs; and
6. Positive approaches: We should get away from the habit of blaming. We used to blame the victims, now we blame men.

Action Planning

The participants decided to become an official provincial coordinating committee and will be meeting again on November 16th to form an Ad Hoc Interdisciplinary Coalition on Family Violence. The rationale is that people on the Working Group each represent distinct groups working on the issue of domestic violence with no official mandate to coordinate, and with no formal links to other organizations. Working Group members agreed that they encounter the same kinds of obstacles as intervenors in the field. The initial task of this Coalition would be to formalize the links between the various agencies and organizations in order to give the group credibility and power. The objectives: to develop a coordinated process with a single entry point; to exchange information; to help share responsibility; and to lobby for funds.

NOVA SCOTIA

The Nova Scotia Working Group meeting was held on October 1-2 in Halifax. On October 1, an optional networking meeting was organized. Seven of the Working Group members attended. The following day the main Working Group meeting was held at the North End Parents' Resource Centre. Sixteen of the invited Working Group members attended. In addition, two of the Working Group members who could not attend sent substitutes.

Those from professional associations were:

Jane Bradley, psychologist, Nova Scotia Psychological Association;
Gail Golding, church representative, suggested by the Church Council on Justice and Corrections;
Catherine Kelly, physician, representing the Medical Society of Nova Scotia;
Steve Kinnaird, police representative, New Glasgow Police Department;
Jo-Lynn Murray, nurse, member of the Registered Nurses Association of Nova Scotia;
Marianita Power, teacher, representing the Nova Scotia Teachers' Union; and
Liz Wood, lawyer, member of the Canadian Bar Association.

From the community sector were:

J.P. Anderson, child welfare representative;
Wanda Bernard, Association of Black Social Workers;
Debra Burris, Nova Scotia Department of Community Services;
Joan Glode, native organization representative;
Ann Keith, sexual assault centre representative;
Peggy Mahon, representative of rural concerns and community organization;
Joan O'Connor, child advocate;
Linda Schnare, representative of organizations for disabled people;
Valerie White, representative of senior's organizations;
Judy Whitman, women's shelter representative; and
Robert Whitman, men's treatment group representative.

Those unable to attend were:

Joan Mendes, representative of visible minority women's organizations;
Art Patterson, physician (sent Catherine Kelly);
Brenda Richard, social worker, member of the Nova Scotia Association of Social Workers, representing the Canadian Association of Social Workers; and
George Savory, Nova Scotia Department of Community Services.

Identified Issues and Priorities for Change

The Working Group members for Nova Scotia identified a number of priorities for change during personal interviews held over the summer. They felt that these issues, listed below, still hold priority status:

- training, particularly of judges, lawyers, police, doctors, ministers and priests;
- increased public education around elder abuse and abuse of people with disabilities;
- the need for men to take responsibility for their violence;
- review of adult protection and children's services legislation;
- meaningful government action;
- development of specific protocols; and
- real social change.

Participants worked in small groups to strategize and problem-solve around three specific issues:

1. Developing a new, more holistic vision of violence that involves men more centrally: This group agreed that it is essential to identify the fact that the vast majority of victims are women and the vast majority of aggressors are men, although some men are victims as well. They also expressed concern that funding can restrict the vision of violence adopted, that we must begin to accept that men too are victims if we are to move to a new vision of violence. Group members stressed that the knowledge of grassroots organizations, which often includes a more holistic vision, must be taken seriously.
2. Training strategies for judges and crown prosecutors: The members of this sub-group felt that if violence is to be acted upon as a serious criminal offence, judges must be made more interested, aware and pro-active, even if the independence of the judiciary is put into question. They also agreed that information on existing training for judges should be made more available. They concluded that:
 - a. there is a need for specialized judges, prosecutors and even police (where numbers warrant);
 - b. mandatory interdisciplinary training for judges should be administered by law schools;
 - c. the criteria to become a judge should be critically re-examined;
 - d. mandatory attendance by judges at periodic follow-up training sessions should be demanded; and
 - e. the courts should be sensitized to the damages of victimization.
3. Access to services in rural and remote areas: There was a strong feeling that there must be a reallocation of resources and government funds if the barriers particular to service delivery in rural areas are to be addressed. Education was seen as the key to a preventive orientation which addresses the socialization process. There was agreement that male involvement is needed, that more self-help support models should be examined, that

affirmative action is important to ensure that more black staff are hired and that attention and sensitivity are devoted to cultural issues. Members of this group also felt that networking and cooperative action should be encouraged among those in the community who are contacted for help.

Action Planning

The Working Group agreed that there is no need for a new provincial coordinating committee, given the existence of the Provincial Committee on Family Violence. However, the insights of this Working Group are to be taken to the existing committee to help with the rethinking of structure and orientation which is currently underway. It was agreed that the minutes of this meeting would be forwarded to the Provincial Committee and that recommendations made, for example the recommendation to increase culturally diverse representation would be brought to the committee. In addition, group members agreed to write letters in support of each other's funding needs, to educate committees on which they sit about interdisciplinary approaches, to write articles for one another's newsletters, to promote interdisciplinary education, and to make presentations to men's groups to encourage men to take more responsibility for stopping the violence. Chief Kinnaird offered to organize a follow-up meeting on Nov.6 to discuss input to the IPDV National Meeting and to choose something concrete for the group to work on in the future.

PRINCE EDWARD ISLAND

The Prince Edward Island Working Group meeting was held on October 3-4, in Charlottetown. The evening of October 3, a few of the group members met for an optional information sharing and networking social. The Working Group met for a day-long working session on October 4, in the training room of the RCMP headquarters in Charlottetown. Sixteen of the nineteen Working Group members attended, representing the professional and voluntary sector groups listed below.

Those from professional associations were:

Jeannita Bernard, nurse, member of the Association of Nurses of P.E.I.;
Philip Smith, psychologist, Psychological Association of P.E.I.;
Pam Forsythe, physician, representing the P.E.I. Medical Society;
Richard Collins, police representative, Charlottetown Police Service;
Daphne Dumont, lawyer, member of the Canadian Bar Association;
Cathy Pharo, church representative, suggested by the Church Council on Justice and Corrections;
and
Verna Roche, social worker, member of the P.E.I. Association of Social Workers, representing the Canadian Association of Social Workers.

Those from the community sector were:

Kendra Bentley, youth advocate;
Lyle Brehaut, representative of sexual assault centres;
Robert Hamilton, hospital representative;
Anne Lie-Nielsen, disabled persons organization representative;
Jill Lightwood, P.E.I. Department of Justice;
Larry McKnight, men's treatment group representative;
Aghdas Missaghian, immigrant and multicultural organization representative;
Patti Seres, women's shelter representative; and
Judy Whitaker, concerns of seniors representative.

The three Working Group members who were absent were:

Barbara Foster, teacher, representing the P.E.I. Teachers' Federation;
Bethany McKay, child welfare representative; and
Rikki Shock, native organization representative.

Identified Issues and Priorities for Change

Working Group members confirmed that training, coordination, the need for more services, and the need to develop a new, more holistic vision of violence which takes a more proactive approach were their top priorities for change. Participants addressed these concerns by working in small groups to strategize and problem-solve around three issues:

1. Training of professionals: In this group, members agreed that any training initiative would first have to deal with the fears held by professionals of not supporting their colleagues, destroying reputations and dishonouring the professional community. Trainers could then help people look at the factors in their current responses which reduce the effectiveness of their services and which increase burnout. Professionals could be helped to see that they are just one part of a puzzle, that they can share the responsibility for reporting and intervening, perhaps through a "consultation team", and that there are many benefits to them in searching for more sensitive responses.
2. Involving men more centrally and responsibly in the solution: Participants in this group stressed the many difficulties before all of us in involving men more centrally in the solution. For example, "keeping women in line" benefits men, therefore why would they want to change their behaviour? Men also wait for women to take the initiative for change, but women don't have the time, energy or inclination to "baby" men along in this issue, particularly since men who join "the movement" frequently get most of the credit despite the years of work women have devoted to change.
3. Early identification of elder abuse:

This group stressed the need for a provincial clearinghouse to increase networking strength and promote community education. Group members spoke of the need for youth education and involvement and the need in general to work toward developing a more caring society.

Action Planning

Concrete action was discussed around a number of major topics.

1. Training: Each member of the Working Group agreed to meet and talk with the executive of her/his agency or organization to share with them the issues, concerns and recommendations which had come out of this meeting, and to use this opportunity to better understand the issues of other members of the organization. During this information exchange, each member could also encourage the executive to establish a theme for the coming year related to the issues raised by the Working Group. It was also suggested that members of the group could organize a workshop or workshops around themes of mutual interest which would encourage sharing of knowledge and experiences

across disciplines. One Working Group member agreed to organize such a session around a videotape on sexual abuse.

2. Development of a clearinghouse: The group spoke of the benefits that could be derived from a more focused method of information exchange, such as a clearinghouse. It was suggested that at the very least a quarterly newsletter could be coordinated, funded and distributed through the existing community consultative committee on Family Violence, which grew out of the Inter-ministerial Committee on Family Violence. Group members also agreed to explore a number of funding options to pay for lap top computers and other resources needed for more in-depth information exchange and to ensure that their planned initiatives would not overlap with National Clearinghouse work. Each group member agreed to send a copy of their completed National Clearinghouse questionnaire distributed at the meeting to one of the group members, who agreed to coordinate the creation of a funding proposal for a provincial clearinghouse.
3. Involving men more centrally: Group members will encourage men to buy whistles from Shoppers Drug Mart to make a statement that they are also interested in "Blowing the Whistle on Violence". Shoppers Drug Mart will also be asked to sponsor a "Whistle Award" for community groups doing good work to stop the violence. In general, group members agreed to encourage men to share stories and experiences with other men to increase awareness in a variety of settings. Those present also agreed to approach service groups to which they belong to sponsor awareness sessions on preventing violence and on male values. Working Group members also agreed that they could involve more men who want to volunteer in front-line services, but the issue was raised of the need to screen volunteers carefully, and the importance of giving men "appropriate" jobs while being positive about their involvement. One Working Group member agreed to approach a credit union to start a special account in which a small amount of interest goes to initiatives to reduce violence, like the bank "green accounts". Another member also asked people around the table to contact her with suggestions about how to successfully involve men and women in communities without setting up a "we/they" scenario.

NEWFOUNDLAND

The Newfoundland Working Group meeting was held on October 3 in St. John's.

In attendance were the following representatives from professional associations:

Lorna Bennett, nurse, member of the Association of Registered Nurses of Newfoundland;
Connie Snow, police representative, Royal Newfoundland Constabulary;
Alan Kenworthy, psychologist, Newfoundland Psychological Association;
Cheri Bethune, physician, representing the Newfoundland Medical Association; and
Wynne Anne Trahey, lawyer, member of the Canadian Bar Association.

Representing the community and governmental sectors were:

Donna Lovelace, Provincial Association Against Violence;
Frankie O'Flaherty, hospital representative, Waterford Hospital;
Kitura Solomon, women's group representative;
Jennifer Mercer, Newfoundland Advisory Council on the Status of Women;
Dorothy B. Robbins, Women's Policy Office, Government of Newfoundland;
Paulette Campbell, Association for New Canadians;
Rick Morris, Institute for Human Resource Development;
Barbara Crosbie, Working Group on Child Sexual Abuse, St. John's Community Services Council; and
Kate Morrison, lawyer.

Those unable to attend included:

Ross Klein, social worker, member of the Newfoundland Association of Social Workers, representing the Canadian Association of Social Workers;
Jim Langer, teacher, named by the Newfoundland Teachers' Association;
Phyllis Seymour, church representative, suggested by the Church Council on Justice and Corrections; and
Joyce Hancock, a representative of rural women's centres.

Identified Issues and Priorities for Change

The group identified a number of issues and priorities for change:

- governments should make the issue of violence a priority and allocate funds in support of community groups (especially shelters for women), as well as existing coordinating committees within the province;

- there is a need to act on the causes of domestic violence and to initiate prevention programs;
- group members also stressed the need for education and consciousness raising to help individuals understand the cultural context of violence; and
- services should be made available in rural and remote areas of the province.

The participants worked in smaller groups to develop recommendations on education and on lobbying for domestic violence:

1. **Education:** Group members recommended that information and education on our social value system and on how social values are transmitted be included in training of all professionals. The notion of equality between the sexes and the problems of power imbalances in relationships should be included in school curriculum starting in first grade. Finally, the group identified the need for education and training for actual practitioners. It was felt that the sponsoring professional associations in IPDV should promote education on this issue within their own groups. The national professional associations should approach the provincial/territorial professional associations with the same request; and
2. **Lobbying:** This small group felt that Steering Committee members should work on their professional group's accountability with this issue and obtain clear mandates for themselves and an official commitment from national associations for action. Representatives of provincial/territorial professional associations should go back to their groups and do the same to encourage accountability and commitment to the issue as a whole.

Action Planning

The group decided that further action on a provincial level would duplicate the initiatives of existing coordinating committees. The two major provincial coordinating groups will continue their excellent work. These groups are: The Working Group on Child Sexual Abuse of the Community Services Council and The Inter-Agency Committee on Violence Against Women.

THE NATIONAL MEETING

As a final stage in the consultation and community-building phase of the project, two representatives chosen by each provincial/territorial Working Group and members of the national Steering Committee met in Ottawa on November 22-24, 1990. The primary aims of the meeting were to: 1) share information about interdisciplinary initiatives among the provinces and territories; 2) report on the highlights of the Working Group meetings; 3) hear the perspectives and priorities of the various regions; and 4) provide the national Steering Committee with further direction for Phase III.

It was hoped that the National Meeting would provide an opportunity for representatives of the Working Groups, Steering Committee members, staff and project funders to hear each others' ideas and concerns face-to-face, to gain a broader perspective of the realities and needs in responding to domestic violence, and to strategize around the most effective use of resources to address the issues and work cooperatively.

A two-day meeting was organized, with participants arriving on Thursday and spending the first evening introducing themselves and beginning to talk about the issues of concern in their provinces and territories. On Friday, reports were presented on the highlights of the Working Group meetings, accomplishments and continuing needs for cooperation, problems and concerns about domestic violence, and plans for Phase III were discussed. Saturday morning was devoted to a dialogue between Working Group representatives and Steering Committee members concerning the future of the project, and the role of national associations in promoting change in response to domestic violence.

Background materials for the meeting included reports on the Working Group meetings and the results of the previous consultation on How Do We Get There From Here? and the educational resources. These were sent to participants, who were asked to prepare a verbal report for the meeting on activities in their province and territory.

Issues, Concerns and Perspectives

During their presentations and the discussion that followed, provincial/territorial representatives raised a number of issues which are central to an effective response to domestic violence. One of the greatest needs they identified was for greater governmental commitment to the issue of violence and adequate funding to provide needed services. Community-sector responses, such as transition houses, community counselling services and self-help programs are essential parts of a comprehensive response to violence, yet are chronically underfunded. Treatment services for victims, perpetrators and other family members are needed in all areas of the country. Participants concluded that it is difficult to talk about real cooperation when basic services are still lacking. Competition for funding also contributes to a lack of coordinated efforts, and many institutional structures prevent service providers from working together.

A number of participants raised concerns about services in Northern, rural and isolated areas. The general lack of services in all areas of the country are compounded by long travel times to reach services, the lack of safe shelter, support and treatment options within the community, and a dearth of trained service providers in non-urban and isolated communities.

Other participants spoke about the absence of sensitive and appropriate help for members of native, immigrant and cultural communities, people with disabilities and others facing discrimination within society. Affirmative action to involve representatives from these communities in creating solutions was called for.

Poor attitudes and a lack of understanding among professionals of the severity and consequences of domestic violence among professionals are still considered to be problems. The need for better training in professional schools and on-going professional education was raised a number of times -- comprehensive, multidisciplinary training was seen as the only way to prepare service providers to work together effectively.

While participants see more and more cooperative efforts and reported numerous initiatives, committees, training efforts and examples of cooperation, they also reported that "turf" protection, struggles for power and other barriers to cooperation continue to exist. In supporting and encouraging cooperative responses that address real needs for change, participants stressed the need to adopt a broad view of societal violence, and to carefully define terms. They also stressed the need to continue to involve a wide range of concerned groups in the solutions to violence, and to use power and resources available at the local, provincial/territorial and national levels as effectively as possible.

Final Consultation -- Educational Resources Kit

Focused small group discussions were used to elicit feedback from participants on the proposed plan for Phase III (which was based on input from the provincial/territorial Working Groups), and to hear their ideas about creating and distributing educational resources.

Generally speaking, participants gave guarded support for the plan to create a multi-component Cooperative Resources Kit which would include a popularized version of How Do We Get There from Here? and practical information on cooperative strategies and activities. Concern was expressed about the level of funding available for the resources, and the need to make the kit practical and relevant to the needs of different communities was reiterated. IPDV was encouraged to actively involve Working Group members and others with direct experience and expertise in the domestic violence field in the creation of the resources, to include existing material and practical examples whenever possible.

Participants also emphasized the value of face-to-face teaching and support of interdisciplinary efforts, and encouraged the project to further develop its plans to work with Working Group members, provincial/territorial professional associations and the national co-sponsors in the

distribution and use of the kits.

Feedback to the Project and Co-sponsoring Organizations

The meeting concluded with a half-day dialogue on the future role of the project and the co-sponsoring organizations in responding to domestic violence and promoting cooperation. Each of the national associations presented information on their membership and structure, and current and past activities on the domestic violence issue. A discussion followed in which various strategies for effecting change in professional responses, governmental commitment and societal values were debated.

Working Group representatives gave support for the activities of Phase III of the project, but also urged the project as a whole and the individual co-sponsoring organizations to take a more proactive stand in condemning violence and demanding a more effective response to it. Participants indicated that there is a need for strong national leadership against domestic violence.

This discussion resulted in the adoption of eleven resolutions by the Working Group representatives, which were presented to the project Steering Committee for consideration. The resolutions included requests that: the co-sponsoring organizations work towards securing "on-going funding to establish a permanent coalition of organizations committed to ending violence"; that courses on societal violence be included in the curricula of all professional schools; that professional organizations be encouraged to "develop ethical standards of practice which are more responsive to the needs and expectations of persons caught up in the spectrum of violence"; and that organizations adopt "a proactive stance directed towards the abolition of systemic discrimination on the basis of race, colour, ethnicity, gender, sexual orientation, language, disabilities and geographic isolation". (A complete list of resolutions is included at the end of this report.)

Overview

At the end of the meeting, participants stated that overall, the National Meeting had been a useful, positive experience. The sharing of information and perspectives from across the country was seen as a contribution to the work done at the provincial/territorial level, and the chance to dialogue with others working at the local, provincial/territorial and national levels was useful.

In retrospect, the National Meeting was a fitting end to a year of cooperation-building and dialogue. The discussion was at different times conflictual and frustrating as participants struggled to be "heard" and understood, hopeful and energizing when the similarities among perspectives were found, and overwhelmingly challenging and thought provoking. It became clear that differences in perception existed among participants and the project co-sponsors concerning the role of national associations in combatting violence, specifically, their power to effect change in national policy and exert influence on front-line professionals. Intensive

discussion led to consensus that if violence is to be eradicated, the prevalence of the abuse of women and children in families must be pushed to the forefront of political and societal debate. The need for national leadership among professional and other associations is clear, as is the importance of forging alliances and maintaining links among all those affected by violence. A challenge remains to make domestic violence a central issue for organizations dealing with a myriad of conflicting issues. The meeting proved to be an excellent opportunity for Working Group members from the "front lines" to present their views to representatives of national organizations, for Steering Committee members to hear first-hand the issues of primary concern to professionals and community sector representatives working directly with violence, and for all participants to share their views, experience and knowledge.

PLANS FOR PHASE III -- SUPPORTING COOPERATION

Phase III of IPDV promises to be a productive and dynamic one in which many of the ideas to produce practical and needed educational resources that are used to promote/support interdisciplinary methods will be realized. The project hopes to continue to involve the network of 241 Working Group members in the design and distribution of these resources.

Phase III will not only create permanent resources for cooperation, it will promote an educational process to enable face-to-face learning and the sharing of solutions at a provincial/territorial and local level. In this final stage of the project, provincial/territorial associations will be an integral part of the project.

Working Group members (the majority of whom have been or are presently front-line service providers) have been an invaluable source of expertise on the needs of their colleagues and the most relevant content, effective design and delivery of resources to stimulate cooperation. Their views, when added to the research compiled in Phase I of the project, and the knowledge of Steering Committee members of the needs of their membership, formed the basis for the implementation plan for Phase III. A summary of their views, and an outline of the plan for Phase III is presented here.

Feedback from the Working Groups

Working Group members felt that the cooperative "guidelines" (How Do We Get There From Here?) contained interesting and valid content that would be particularly useful to new and existing interdisciplinary groups. Working Group members stated they would use this information to stimulate new cooperative groups and to help established groups to review their progress and plan for growth. The guidelines would also have value for small groups of professionals who may want to begin cooperative approaches, but would benefit from the experience and knowledge of others who have already initiated cooperative activities.

Working Group members felt that the most effective use of the guidelines would be in a workshop or consultative format, rather than through mass distribution to groups or individuals. They felt that the guidelines were too general and too lengthy to be of interest to professionals who had not yet developed an interest in cooperation. On the other hand, the alternative, a two-page "flyer" or insert into a professional journal also was thought to have little impact on "uncommitted" professionals. The guidelines should be presented by people with a strong interest in cooperation, who could inspire commitment in others and use the information in the document to overcome barriers and demystify the process of development.

Working Group members also felt strongly that the language used in the guidelines is too "bureaucratic" and unnecessarily complex. It was felt that the tone should be more direct and hard-hitting, and written in simple language (to have a broad appeal and be easily absorbed).

In the allocation of resources, the production of the "guidelines" was a lesser priority than the educational resource. Many participants felt that How Do We Get There From Here? could be integrated into the educational resources package for maximum impact and minimum cost.

Opinions on the most effective types of educational resources for the IPDV to produce were much more diverse than those related to the "guidelines". Working Group members favoured educational resources related to using cooperation to further action on domestic violence, rather than resources that promote cooperation per se. New resources must be the "state of the art", dynamic, and contain solid content. The project must find a way to collect and transmit the expertise and sophisticated knowledge that has developed in the domestic violence field in the last ten years. Face-to-face learning that promotes personal and group development is seen to be most effective at creating real change. Producing printed or even audio-visual resources which are sent to the field with no support or context will not be used.

Working Group members believe strongly that promoting change in thinking related to cooperation is an interactive, human process. Resources are an important support for this process, but are not a substitute for personal interaction. Members also believe that local and provincial/territorial expertise must continue to be actively used in the design and development of the resource materials.

The Educational Resources Kit: An Overview

In Phase III of the project, IPDV intends to create a multi-media, educational resource kit on cooperative approaches to domestic violence. The Cooperative Resources Kit will be created in consultation with those working at the local and provincial/territorial level, and be designed for use by trained consultant/facilitators who will work with a provincial or territorial association. The Resource Kits will be produced nationally in English and in French, but distributed at the provincial/territorial and local levels.

The Kit will contain several free-standing components which can be used alone or in combination with each other. It will provide concrete, practical information, ideas and examples of methods and activities related to effective coordinated efforts, based on the large body of experience of successful inter-agency committees, community coordinating efforts, protocol development committees, multidisciplinary training efforts, etc. It will also contain information and a statement of beliefs or principles related to the role of service providers in responding to domestic violence, and its importance as a social issue.

The contents will strive to be dynamic, immediately useful, adaptable to different communities, and positive in tone. Simple language will be used, and the basic message will be: "domestic violence is a serious social issue; everyone has a role to play in responding; cooperation is the only way to go; it's working in lots of communities, and here is some information to help you do it."

The Education Process: Distribution and Use of the Kit

Several factors influenced the choice of a distribution method for the kit. In addition to creating permanent resource materials for use by professionals, the IPDV has wanted to ensure the maximum use of the kits and their greatest impact in changing the approaches of professionals.

Working Group members felt strongly that to be effective, print and audio-visual resources must be accompanied by face-to-face teaching and sharing of information and experience. The project Steering Committee felt that consultant/facilitators who provide the "human link" in presenting the kit to individuals and communities should receive a thorough orientation to the use of the kit and on-going support for their role in promoting cooperation and assisting individuals and groups to develop cooperation. It was felt that the provincial/territorial professional associations could be involved in this supportive role.

As a result of these factors, the project has planned a participatory, interactive process for the distribution and use of the kits. This process invites the on-going involvement of Working Group members in the preparation of the kits, and their participation as consultant/facilitators. Provincial/territorial organizations will be asked to act as "sponsors" for distribution of the kits, and provide organizational support for those individuals who will use the kit to promote cooperation in communities and professional groups. Two-day orientation workshops will be given to consultant/facilitators, and they will receive a brief implementation package.

Early in Phase III of the project, the Steering Committee will consider an appropriate body to continue national distribution of the Cooperative Resources Kit after March, 1992. This body (which could be the co-sponsoring organizations, or another governmental or non-governmental organization) will hold and distribute, on request, the remaining Resource Kits, and refer on requests for information related to the project.

CONCLUSION -- MEETING OBJECTIVES, ASSESSING PROGRESS

As the middle stage of a three-year project, the outcomes and achievements of Phase II of the IPDV are difficult to assess. This phase of the project has always been seen as a "means to an end", a way of contributing to the maximum impact of the resources and educational process to be implemented in the final phase of the project. It also has been the developmental phase of the project; a means of getting more people involved in the promotion of cooperation at the provincial, territorial and local levels. Hopefully, participation in provincial/territorial and national interdisciplinary work will stimulate all of the individuals and organizations involved in the project to promote interdisciplinarity in their professional and organizational lives as well as through their direct involvement on the Working Groups and national Steering Committee.

In fact, 241 "members" have been added to the project, individuals who participated in the promotion of cooperative approaches by attending Working Group meetings, representing these groups at the National Meeting, reviewing the "guidelines" and the plans for Phase III, collecting and sharing information on initiatives and activities, and, in many cases, undertaking individual or group action to promote or use cooperation in response to domestic violence. How Do You Get There From Here? was widely circulated for comment, and a great deal of general comments and concrete information have been gathered by project staff for use in creating the educational resources. Finally, the National Meeting provided a forum for information sharing, and the building of concrete ideas and strategies for a national response to domestic violence.

On this basis, Phase II has contributed to the objectives of the project (listed on page 5 of this report). Phase II has encouraged professionals in the Working Groups to further explore and develop provincial/territorial cooperation and to look at ways of supporting its development at the community level. Existing strategies have been shared, and new strategies and models have been developed at the national and provincial/territorial levels in designing joint actions and creating the plan for Phase III. Principles and guidelines for cooperative responses have been thoroughly reviewed, and the suggested revisions and ideas for distributing How Do We Get There from Here? will make the document more effective and widely used. Finally, the consultation and joint planning which took place this year has resulted in a concrete plan for the nature, design and contents of the Cooperative Resources Kit, and their development and distribution.

Of course, Phase II contained its share of victories and disappointments, met and unmet challenges. The project has always been an ambitious one -- involving nine large and complex organizations in designing a national initiative to create change in the practices of professionals who work in a variety of settings and communities.

The project was intended to address the issue of cooperation on a complex issue -- domestic violence -- which at a community level is usually directed at the individual issues of wife battering, child abuse, child sexual abuse and elder abuse. Added to this, early in the project it was determined that the direct involvement of community sector organizations, and leaders

working at the provincial/territorial level would be necessary if the project was to reach front-line professionals. All of these factors have resulted in a project that constantly threatens to expand beyond the capacity of a nine-member Steering Committee with a limited mandate and minimal resources. The project has demanded careful planning and the balancing of many needs and realities.

For example, the selection of Working Group members posed a number of challenges related to how associations would be represented, what the composition of the groups would be and whether members should or could officially represent their professional associations. Since the project could only finance one meeting of the Working Groups, it was decided that a primary criteria for appointment was a background in domestic violence, as it would not be feasible to educate members and create a commitment to this issue in one meeting.

With a few exceptions, provincial/territorial professional associations are not often directly involved in the domestic violence field, however, they could play important roles in promoting intersectoral cooperation and educating professionals on the important issue of domestic violence. Given this situation, Steering Committee members agreed that the best strategy for creating provincial/territorial Working Groups was for each national organization to request its provincial/territorial counterpart to appoint a member to the Working Group.

This strategy, while not leading to uniform or formal participation by all provincial/territorial associations, has resulted in a greater overall awareness of the IPDV, stronger links between the project and the associations, and a body of committed association members who can pursue a more formal association with the provincial/territorial organizations in Phase III.

Other factors that contributed to the success of the Working Group meetings were the trips by the coordinators to their respective provinces and territories to meet with members and to gather and share information, and the careful planning of the meeting agendas to make maximum use of the time available. As it was, some participants in the meetings found the one-day, one-time meeting to be frustrating and unproductive. The financing of an additional meeting would have done much to demonstrate a serious commitment to supporting provincial/territorial action. Given the resources available, most participants would probably agree that meeting once rather than not at all still made a positive contribution to networking and the building of cooperation. Certainly from the national perspective, the meetings of the Working Groups provided a creative group forum in which to critique the guidelines and create a design for the educational resources which couldn't have been duplicated by a mail or telephone survey.

While the National Meeting also contained many frustrations for participants, overall, it seems to have provided another worthwhile forum in which to explore issues, broaden perspectives and contribute to a climate of cooperation on domestic violence issues. Greater financing would have allowed all Working Group members to attend, although this would have resulted in a much larger and more unwieldy group. As a national "Working Group", the 45 participants provided a good sized group for discussion, and the diversity of participants provided many perspectives on violence and approaches to cooperation.

Since each provincial and territorial Working Group chose its two representatives to attend the National Meeting, somewhat uneven representation occurred. The groups were encouraged to send one member from community sector groups, one from a professional group, one urban, and one rural representative. Some groups in fact chose to send representatives of two regions of their province or territory, or picked members for their expertise or strong interest. Of the twenty-two participants, nine were from professional groups, and 13 were from the community sector. No police officers, lawyers or psychologists attended, leaving little representation of the criminal justice perspective.

Another regrettable absence was in the participation of Working Group members from Quebec. This Working Group chose not to send representatives to the National Meeting, believing that the agenda and composition of the meeting would not be beneficial to furthering cooperation in Quebec. As a way of keeping Quebec Working Group members informed about and involved in the project, full minutes of the meeting have been sent to all of the members in that province.

Several clear messages and challenges were presented to the Steering Committee at the National Meeting. One message was an affirmation of the importance of the issue of domestic violence, and the contribution this project can make to improving the effectiveness of professional responses to the issues. Another important message was the need for affirmative action to ensure the participation in Phase III of groups who suffer not only from the inadequacies in professional response to violence, but often are excluded from collaborative solutions, specifically: native, immigrant and distinct cultural groups; people with disabilities; and others who suffer systemic discrimination.

Another challenge is to continue to find ways for the IPDV and the nine co-sponsoring national associations to continue to provide national leadership around the issue of domestic violence.

From the vantage point of the national committee, Phase II of the IPDV has carried us all a little farther up the mountain of cooperation. Phase III will no doubt provide new challenges, dilemmas and rewards in creating better responses by professionals to domestic violence.

Climbing, still climbing!

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INTERDISCIPLINARY PROJECT ON DOMESTIC VIOLENCE

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November 22nd-24th, 1990

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INTERDISCIPLINARY PROJECT ON DOMESTIC VIOLENCE

RESOLUTIONS UNANIMOUSLY ADOPTED BY PROVINCIAL AND TERRITORIAL REPRESENTATIVES AT THE NATIONAL MEETING HELD IN OTTAWA ON NOVEMBER 22 TO 24 1990

Be it resolved that the organizations represented on the Steering Committee of the Interdisciplinary Project on Domestic Violence pursue with vigour the activities which have been agreed upon by the participants at this National Meeting of provincial and territorial representatives held in Ottawa, November 22-24, 1990 and, in particular:

1. the continued development by the Interdisciplinary Project on Domestic Violence of its specific mission statement, goals and objectives;
2. the production of an educational kit to foster cooperative approaches to the issues related to violence within our society;
3. the revision of the document "How Do We Get There From Here" so that it will become a hard-hitting, practical and effective document with a definition of violence that describes comprehensively the conditions in our society and makes a clear statement of philosophy which reflects the principles and beliefs expressed by working group members;
4. the wide distribution of the educational kit throughout all provinces and territories;
5. the inclusion in the kit of statements of philosophy related to social violence from the individual associations;
6. the establishment of standards of practice that will ensure ethical services responsive to the needs and priorities of all persons caught up in the spectrum of violence;
7. the expansion of curricula in professional schools and training programs to include comprehensive components on all areas of social violence;
8. the adoption of a proactive stance directed towards the abolition of systemic discrimination on the basis of race, colour, ethnicity, gender, language, disabilities, sexual orientation and geographic location.

RESOLUTIONS P.2

In order to achieve these goals be it further resolved that the organizations represented on the Steering Committee:

9. establish a permanent coalition of national and provincial/territorial organizations committed to end violence;
10. encourage their provincial/territorial counterparts to adopt a proactive role on the issue of domestic violence; and
11. actively lobby governments, private philanthropies and their professional associations to secure on-going and enhanced funding for the Interdisciplinary Project on Domestic Violence.

MOTION - Moved by Frankie O'Flaherty
Seconded by Warren Davidson

VOTE - Unanimously carried by voting members

November 24, 1990

MEDIA RELEASE

For release on February 26, 1990.

NATIONAL PROJECT WILL ENCOURAGE PROFESSIONALS TO
WORK TOGETHER TO COMBAT DOMESTIC VIOLENCE

Ottawa -- Sometimes being helped hurts, especially if domestic violence is the problem that helpers are trying to address. When professionals fail to cooperate with each other and coordinate services, their response can contribute to, rather than reduce the harm that victims of violence experience. This was one of the conclusions of Phase 1 of an innovative project co-sponsored by nine national associations. Both clients and professional groups agreed that new partnerships are required if old ways of providing services are to change.

The Interdisciplinary Project on Domestic Violence is aimed at promoting cooperation and information sharing among the diverse organizations and agencies dealing with domestic violence. It recognises that professionals, community members and survivors of domestic violence all have an important role to play in responding to child abuse, wife battering and elder abuse, and that much more can be accomplished through coordinated effort.

In the coming year, the Interdisciplinary Project will involve professionals and client groups in each province and territory in the creation of general guidelines and practical resource materials which promote cooperative approaches. In 1991, the project will produce and distribute these guidelines and resources.

NATIONAL PROJECT ... DOMESTIC VIOLENCE PAGE TWO

The Donner Canadian Foundation is participating in Phase 2 of the project through a grant of \$140,000, and has made a further commitment of \$40,000 to Phase III. The Donner Canadian Foundation is a private foundation established in 1950 by the late William H. Donner, industrialist and philanthropist. The Foundation awards grants in the areas of law reform and corrections, international affairs, Canada's North and oceans and inland waters.

The federal government is also contributing a total of \$105,000 to the project in 1990 (Solicitor General Canada, Health and Welfare Canada and the Department of Justice will each contribute \$35,000). Funding of the Interdisciplinary Project on Domestic Violence is part of the federal government's \$40 million family violence initiative.

The project is co-sponsored by: the Canadian Association of Chiefs of Police; the Canadian Association of Social Workers; the Canadian Bar Association; the Canadian Institute of Child Health; the Canadian Medical Association; the Canadian Nurses Association; the Canadian Psychological Association; the Canadian Teachers' Federation and the Church Council on Justice and Corrections.

- 30 -

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